

UNITED STATES COURT OF APPEALS
FOR THE ELEVENTH CIRCUIT

NATIONAL LABOR RELATIONS BOARD	:	
	:	
Petitioner	:	No.
	:	
v.	:	
	:	Board Case Nos.:
MERCEDES-BENZ U.S. INTERNATIONAL,	:	10-CA-112406
INC. (MBUSI)	:	10-CA-115917
	:	10-CA-121232
Respondent	:	

JUDGMENT

THIS CAUSE was submitted upon the application of the National Labor Relations Board for the enforcement of a certain order on consent issued by it against Mercedes-Benz U.S. International, Inc. (MBUSI), its officers, agents, successors, and assigns, on March 29, 2018, in Board Case Nos. 10-CA-112406, 10-CA-115917 and 10-CA-121232; and upon the record in that proceeding, certified and filed in this Court enforcing the order.

ON CONSIDERATION WHEREOF, it is ordered and adjudged by the United States Court of Appeals for the Eleventh Circuit that the order of the National Labor Relations Board be, and the same is hereby enforced; and that Mercedes-Benz U.S. International, Inc. (MBUSI), its officers, agents, successors, and assigns, abide by and perform the directions of the Board set forth in its order. (See Attached Order and Appendix)

Judge, United States Court of
Appeals for the Eleventh Circuit

Mandate shall issue forthwith.

ENTERED:

NATIONAL LABOR RELATIONS BOARD

v.

MERCEDES-BENZ U.S. INTERNATIONAL, INC. (MBUSI)

ORDER

Mercedes-Benz U.S. International, Inc. (MBUSI), Vance, Alabama, its officers, agents, successors, and assigns, shall

1. Cease and desist from
 - (a) Prohibiting distribution in the team center located between C-01 and F1-18 (the Gilbert Team Center) in Assembly 2 during the time immediately before the pre-shift meeting and during designated breaks by employees who are not on working time.
 - (b) In any like or related manner interfering with, restraining, or coercing employees in the exercise of the rights guaranteed to them by Section 7 of the Act.
2. Take the following affirmative action necessary to effectuate the policies of the Act.
 - (a) Within 14 days of service by the Region:
 - (i) Post at its Vance, Alabama facility copies of the Notice to Employees attached as Appendix 1. Copies of the notice, on forms provided by the Regional Director for Region 10, after being signed by the Respondent's authorized representative, shall be posted by the Respondent and maintained for 60 days in conspicuous places, including all places where notices to employees are customarily posted. Reasonable steps shall be taken by the Respondent to ensure that the notices are not altered, defaced, or covered by any other material.
 - (ii) Electronically post the Notice to Employees for employees at its Vance, Alabama facility, if the Respondent customarily uses electronic means such as an electronic bulletin board, e-mail, website, or intranet to communicate with those employees.

- (iii) In the event that, during the pendency of these proceedings, the Respondent has gone out of business or closed the facility involved in these proceedings, the Respondent shall duplicate and mail, at its own expense, a copy of the notice to all current employees and former employees employed by the Respondent at the closed facility at any time since September 3, 2013.
- (b) Within 21 days after service by the Region, file with the Regional Director for Region 10 a sworn certification of a responsible official on a form provided by the Region attesting to the steps the Respondent has taken to comply. The certification shall include a copy of the documents signed by a company representative, attesting to the dates that the notices were received at the Vance, Alabama facility, and the dates that the notices were posted.

APPENDIX 1

NOTICE TO EMPLOYEES

**POSTED BY ORDER OF THE
NATIONAL LABOR RELATIONS BOARD**
An Agency of the United States Government

**PURSUANT TO A STIPULATION PROVIDING FOR A BOARD ORDER
AND A CONSENT JUDGMENT OF ANY APPROPRIATE
UNITED STATES COURT OF APPEALS**

FEDERAL LAW GIVES YOU THE RIGHT TO:

Form, join, or assist a union

Choose representatives to bargain with us on your behalf

Act together with other employees for your benefit and protection

Choose not to engage in any of these protected activities.

WE WILL NOT do anything to prevent you from exercising the above rights.

WE WILL NOT prohibit distribution in the team center located between C-01 and F1-18 in Assembly 2 during the time immediately before the pre-shift meeting and designated breaks provided the involved employees are not on working time.

WE WILL NOT in any like or related manner interfere with your rights under Section 7 of the National Labor Relations Act.

MERCEDES-BENZ U.S. INTERNATIONAL, INC. (MBUSI)

The Board's decision can be found at www.nlrb.gov/case/10-CA-112406 or by using the QR code below. Alternatively, you can obtain a copy of the decision from the Executive Secretary, National Labor Relations Board, 1015 Half St., S.E., Washington, D.C. 20570, or by calling (202) 273-1940.

